



# WASHINGTON State Employee



## The time is now... ...for COLAs, fairness and quality services.

For too long the state has sacrificed living wages and the quality of services to balance the budget.

## No more.



Bargaining on our contracts has started in many areas and will be in full swing everywhere soon. Much is at stake. We need to be ALL IN to take a stand for a COLA (cost-of-living adjustment), health insurance, fairness, and quality services.



**wfse.org**

This union works for me!

## Double victory for Harborview members -- and community



ABOVE: Members at Harborview clinics mark their victory over closures.  
RIGHT: Custodians who overturned unfair testing for premium pay.



Local 1488 members at Harborview Medical Center in Seattle took a few moments March 12 to celebrate their recent double victories.

- Custodians eligible for \$1 an hour premium pay for infection control duties celebrated a settlement memorandum

of understanding that came in the wake of a controversial "functional English language" test.

The English test had nothing to do with whether they knew how to handle and clean biomedical equipment, appropriate use of chemicals and other infection control duties.

But some 130 of the 400 custodians failed the English test and were originally denied the premium pay.

The settlement repealed the English test requirement and rightfully granted the premium pay if they pass the skills test.

The settlement came after the custodians took a stand against the unfair English testing, and the Federation teamed with a broad-based community coalition.

Custodian representatives like Marcelina Serafica and Betty Hayes signed the MOU. "We are really very happy," Serafica said.

- Members at four critical care clinics that Harborview wanted to close and move

into unspecified neighborhoods also marked their recent victory to keep all four open.

Local 1488 forged a strong community coalition that fought the closures of the Women's, Pediatric, Family and Adult Care clinics when the shutdowns were announced in December.

Cleesether Thomas, WFSE/AFSCME Local 1488 Harborview vice president and patient services specialist who has worked in Harborview's Women's Clinic for 35 years, applauded the news.

"I think this is a victory for the patients because they will continue to have wrap-around, one-stop-shop care,"



More Harborview Medical Center custodians celebrate.

## Go green in April

Earth Day, Arbor Day chance to show green issues are AFSCME green issues

WFSE/AFSCME's Green Caucus wants members to walk the walk on healthy communities, green jobs and the environment.

And a good time to do

that is in April – the month of both Arbor Day and Earth Day.

Arbor Day on April 9 and Earth Day on April 22 offer WFSE/AFSCME members a

great chance to connect within our communities.

"It's a great opportunity as members to step out into the community to let the community know we care about the health of the environment we live in," said **Kerry Graber**, a member of Ecology Local 872 and chair of the Green Caucus.

The caucus has compiled

a list of Arbor Day and Earth Day activities (see chart below).

The Green Caucus is encouraging members to wear their AFSCME green t-shirt and join in one of these events.

"Together, we can raise awareness of how public workers are working within our communities to foster a

healthy, green economy with family-wage jobs," Graber said.

"It's our opportunity to demonstrate that we don't just talk the talk but we walk the walk."



Graber

### WFSE/AFSCME Green Caucus Guide to Arbor Day and Earth Day events

Saturday, March 29, 2014 8:30 PM	Earth Hour	Lacey	The City of Lacey is joining with communities around the world in support of the Earth Hour participation event. Residents and businesses in cities and towns world-wide are switching their lights off for one hour to show concern for the environment. Earth Hour 2014 is on Saturday, March 29 at 8:30 p.m. At that time, community members can show their support in switching their lights off for one hour.
April 12 - April 13 10:00 am - 3:00 pm	Earth Day at the Zoo	Tacoma	Celebrate your home planet with the animals that share it! Learn how to shrink your carbon pawprint as Zoo animals receive special enrichment treats and toys. Earth Day is the perfect time to discover what actions you can take at the Zoo, at home, and in your neighborhood to show love to your planet. Join us in creating a healthy, sustainable Tacoma by participating in projects on grounds and throughout Point Defiance Park. FREE with paid admission or membership. <a href="http://www.pdza.org/calendar?cid=381">http://www.pdza.org/calendar?cid=381</a>
Friday, April 18, 1:00-2:00pm	Earth Day Celebration	Everett	Everett Parks & Recreation and View Ridge Elementary School students will plant a tree and clean up the park. Johnston-Kelly Park, 49th St. SW & Forrest Drive.
Saturday, April 19, 2014	Earth Day	Tumwater	Celebrate with us by volunteering for a local service project. Choose a Parks & Recreation or Stream Team event, or create your own stewardship project. Contact the Parks and Recreation Department for more information regarding this year's planned events.
April 19th, 2014 10:00 AM - 3:00 PM	Earth Day	Newcastle	You'll enjoy the various booths hosted by green businesses and non-profits, kid's activities, electric vehicles, and music by the Boeing Employees' Concert Band and Hazen Jazz Band. Meet celebs like Bert the Salmon and Ranger Rick. Honor our Earth Heroes from the schools and volunteer groups. Learn about environmental chivalry and stewardship from the Knights of Veritas. Find everything from organic body care products to solar and wind energy solutions, and flower, veggie and native garden plants. Take home a wonderful item from the silent auction, or register your yard as a Wildlife Habitat. Join us as we celebrate the 2014 Earth Day event theme, "Living in Harmony with Nature." Lake Boren Park, 13058 SE 84th Way Newcastle 98056. For more information visit: <a href="http://www.newcastletweedwarriors.org">www.newcastletweedwarriors.org</a>
April 19, 2014 10:00am- 3:00pm	Earth Day	Seattle	Celebrate spring in Seattle with a day of hands-on environmental activities, tours of the park, art making inspired by the natural world, and performances by local musicians. Bring your family, friends, colleagues, and students—there's something for everyone! Olympic Sculpture Park, 2901 Western Avenue, Seattle, WA 98121.
April 19, 2014 10:00 am-12:00pm	Earth Day Market Ride	Olympia	Meet neighbors, enjoy a Saturday bike ride into town to Heritage Park Fountain and get a head start on your Bicycle Commuter Contest miles while you're at it! The miles you ride this day can count as your first commute trip on your BCC mileage log. For more information visit: <a href="http://www.bccblog.com">www.bccblog.com</a>
April 19, 12:00pm - 4:00pm	Earth Day Extravaganza	Tacoma	Earth Day Extravaganza is an event designed for families. The Tacoma Nature Center is a great place to take the kids to learn about local flora and fauna anytime, but especially on Earth Day. The Center is also next to the Snake Lake trail so you can enjoy a moderate hike! If you can't make it to this free event, Tacoma Nature Center hosts Family Nature Walks led by park naturalists twice a month. 1919 S Tyler St, Tacoma, WA 98405
April 20, 2014 12:00pm	Celebrating Our Earth	Seattle	Collaborative celebration of Earth Day, music & science-based activities. Fisher Pavilion 305 Harrison Street, Seattle, WA 98109. For more information call (206) 684-7200 or visit <a href="http://www.seattlecenter.com">www.seattlecenter.com</a>
Tuesday, April 22, 8:00am	Earth Day Free Day	Statewide	Visit Washington state parks for free. The Discover Pass is not required to visit a state park on designated free days. Please note: A Discover Pass is still required to access lands managed by the Washington State Department of Natural Resources and the Washington Department of Fish and Wildlife during State Parks free days. For more information, please visit: <a href="http://www.discoverpass.wa.gov">www.discoverpass.wa.gov</a> .
April 26 11:00am - 2:00pm	Annual Spring Compost Fair and Arbor Day Celebration	Spokane	Fun and informative activities provided by community resources on home composting, tree care, and sustainability. Sponsored by Finch Arboretum and Spokane's Master Composters/Recyclers. John A. Finch Arboretum, 3404 W Woodland Blvd, Spokane, WA 99224.

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## Mark calendars for Shop Steward Conference Sept. 6-7

Shop stewards are the backbone of the union – the problem solvers at agencies, institutions, colleges and universities.

One major reason WFSE/AFSCME's stewards are the best around is because of the union's annual Shop Steward Conference.

### SHOP STEWARD CORNER

That conference is Sept. 6-7 at the Seatac Doubletree Hotel.

The union's Shop Steward Committee wants interested

stewards to mark their calendars now so they don't forget.

The committee is currently working on the agenda and curriculum. The popular arbitrator panel will be back.

Stewards should watch for registration information when it comes out so they

can sign up right away. The first 250 stewards who register get into the conference.

**STEWARD CENTER** wse.org

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# URGENT REMINDER!

## Don't delay responding on state's wellness incentive, tobacco use surcharge and spouse/domestic partner premium surcharge

■ Respond on wellness from April 1-June 30

■ Respond on surcharges from April 1-May 15

WFSE / AFSCME is reminding members to take action on the new wellness program and incentives, the tobacco premium surcharge and the spouse or domestic partner premium surcharge.

Because if you don't respond, you could lose out on a discount to your

### Health care matters



domestic partner coverage surcharges.

This three-part menu of changes isn't perfect. WFSE / AFSCME and its Health Care Coalition partners pushed for more funding to increase the wellness incentive.

And under the law, chal-

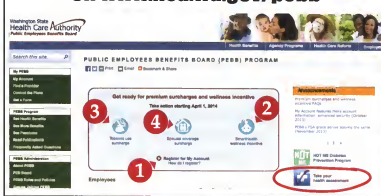
2015 Public Employees Benefits Board (PEBB) medical deductible, and you'd pay the new tobacco and spouse/

lenges to the surcharges – and the default to paying them if you don't respond – can't take place until the surcharges take effect July 1.

But members shouldn't delay responding because that could be costly.

Because this is so important, this newspaper is summarizing information you received a four-page mailing from the Public Employees Benefits Board dated Feb. 27. The PEBB this month is sending out another mailing with reminders about how to register online and the choices of wellness program activities you can choose from to qualify for the discount in your

### What to look for on [www.hca.wa.gov/pebb](http://www.hca.wa.gov/pebb)



medical deductible. More information is on

the PEBB's website at [www.hca.wa.gov/pebb](http://www.hca.wa.gov/pebb).

### 1 Create an online account

The first important step is to register on **MyAccount** at [www.hca.wa.gov/pebb](http://www.hca.wa.gov/pebb). If you don't have internet access,



#### How to register on My Account

My Account is an online tool that lets you access your Public Employees Benefits Board (PEBB) program coverage information any time. My Account also lets you take important actions like:

- Changing plans during open enrollment
- Completing your surcharge attestation(s) (April 1 - May 15, 2014)
- Completing your wellness incentive attestation (April 1 - June 30, 2014)

Note: You must have current PEBB coverage to use My Account.

### DOWNLOAD FAQ

<http://www.hca.wa.gov/pebb/Documents/50-001.pdf>

this month's mailing from the HCA will have alternative ways to respond.

To keep your health information secure, you must register to use My Account. Here's how: visit [www.hca.wa.gov/pebb](http://www.hca.wa.gov/pebb) and select My Account.

Complete your registration with these three simple steps:  
 • Verify • Secure • Activate

### 2 Take action on SmartHealth (Wellness Incentive Program) April 1-June 30

You need to take action between April 1 and June 30 to make sure you qualify for the new wellness incentive. If you don't respond by June 30, you won't get the \$125 discount off your medical deductible in 2015 – even if you completed the three requirements.

This new Wellness Incentive Program is called SmartHealth and offers:

- \$125 discount off your PEBB medical deductible in 2015 (if not enrolled in a consumer-directed health plan); OR
- Your employer or the



PEBB Program will contribute an additional \$125 in your health savings account in 2015 (if enrolled in a consumer-directed health plan and a health savings account).

What do you need to do to earn the PEBB wellness incentive?

You must attest between April 1 and June 30, 2014 that you have:

1. Chosen a primary care provider.
2. Completed your PEBB medical plan's health assessment.
3. Started a wellness program activity (details on these activities coming from the PEBB this month).

What if you don't respond that you've done these three things between April 1 and June 30, 2014?

You will not earn the wellness incentive on January 1, 2015

### Surcharges

Between April 1 and May 15 you have to answer critical questions regarding the legislatively mandated

premium surcharges for tobacco use, and whether PEBB-enrolled spouses or domestic partners qualify for health coverage through their employer.

### 3 Take action on tobacco use premium surcharge April 1-May 15

#### Tobacco use premium surcharge

A monthly \$25-per-account surcharge will be required in addition to your premium if you or any enrolled family member uses a tobacco product (even if the family member does not live with you). If more than one enrolled family member uses tobacco products, you will not pay more than \$25 per month.

You must respond between May



15 and July 1 even if you or your family members don't use tobacco.

If you don't respond, you will pay an extra \$25 per month – in addition to your monthly premium – starting July 1, 2014.

More information online about the tobacco use premium surcharge: [http://www.hca.wa.gov/pebb/Pages/surcharge\\_tobacco.aspx](http://www.hca.wa.gov/pebb/Pages/surcharge_tobacco.aspx).

### 4 Take action on spouse or domestic partner coverage premium surcharge April 1-May 15

#### Spouse or domestic partner coverage premium surcharge

A \$50-per-month surcharge will be required in addition to your premium if you have a spouse or domestic partner enrolled on your PEBB medical coverage, and your spouse or domestic partner has chosen not to enroll in his or her employer's medical coverage that is comparable in premiums and benefits to Uniform Medical Plan (UMP) Classic.

You must respond between April



1 and May 15 if you have a spouse or domestic partner enrolled on your PEBB medical coverage.

If you don't respond, you will pay an extra \$50 per month – in addition to your monthly premium.

More information online about the spouse or domestic partner coverage premium surcharge:

[http://www.hca.wa.gov/pebb/Pages/surcharge\\_spousal.aspx](http://www.hca.wa.gov/pebb/Pages/surcharge_spousal.aspx)

If your spouse or domestic partner is eligible for other employer-sponsored medical coverage but chose not to enroll, find out whether you need to gather information about it. See [http://www.hca.wa.gov/pebb/Pages/surcharge\\_spousal.aspx](http://www.hca.wa.gov/pebb/Pages/surcharge_spousal.aspx)

### HMC, from page 1

Thomas said.

"By keeping the clinics on-site at Harborview, our patients won't be pushed out to the neighborhoods, where they can fall through

the cracks and be lost. No neighborhood clinics can replicate the level of culturally-competent care we provide at Harborview, and I think the patients will be very happy." (Thomas took a job as a WFSE / AFSCME council representative March 17.)

"It took a real team effort to prevent the University of Washington from closing Harborview's primary care clinics," said WFSE / AFSCME Council Representative James Dannen.

"Our victory shows that when union members stand

up and speak out, we can hold the University and Harborview accountable to their public missions."

The King County Council was also expected to push back – the county owns Harborview but allows UW

to run it under contract. The council was apprised of the situation by the Federation's Rod Palmquist just as the closures were repealed at a "Committee of the Whole" hearing March 5.



Some 120 Federation member lobbyists from as far away as Cheney, Vancouver and Bellingham descended on the Capitol in Olympia for Presidents' Day Lobby Day Feb. 17. Among them: member lobbyists from Fircrest/SOLA/Echo Glen Local 341.



From left: Rep. Larry Haler, Local 1253 member Mari Garcia, son Lukas Garcia and WFSE/AFSCME's Stacey Romero.

■ Lawmakers adjourned their 60-day legislative session March 13 – and WFSE/AFSCME members can be proud their activism won some major laws, stopped many bad measures and set the stage for future completion of good legislation that didn't pass.

■ You won funding of our new health care contract that holds the line on costs, stopped the bad 401(k) bill and other working family-unfriendly schemes and set the stage for future actions on outsourcing accountability, interpreter services, PSERS and more.

■ Many victories had a flip side of potential future challenges.



Local 843 members came to Olympia for Human Services Lobby Day.

## Grateful member looks on as Dream Act signed

When Gov. Jay Inslee signed the Dream Act bill Feb. 26, one grateful WFSE / AFSCME member looked on.

On hand to see the bill signing was **Mari Garcia**, a member of Local 1253 in Kennewick and the daughter of immigrants. With her was son Lukas Garcia, 15, a sophomore at Southridge High School.

As a WorkFirst program specialist, Garcia said she works with a large immigrant community and sees the value of SB 6523.

It is meant to provide an equal opportunity for children who have become assimilated in America and yearn for a path to citizenship, she said.

Before the bill signing, she stopped in to thank her 8<sup>th</sup> District Rep. Larry Haler, the only legislator from her district who voted for the Dream Act/Real Hope Act.

"It levels the playing field," she said. "It just gives everyone an opportunity. As I try to tell them all the time, no jealousies, no pettiness, there's enough for everybody. There's enough recognition, there's enough accolades for everybody."

## Health care contract victory, but lawmakers gamble with funding

The final budget, ESSB 6002, funds our health care contract for Calendar Year 2015.

That's a big victory in the fight to save family-wage jobs.

The health care contract holds the line on premium share, co-pays, deductibles and medical out-of-pocket costs in calendar year 2015.

The final budget also funds the related wellness program that offers a \$125 discount off your PEBB medical deductible in 2015. See page 3.

### Health care matters



ance benefits.

Legislators gamble that the lower usage of health care means they can fund the same level of benefits by cutting the per employee per month funding the state pays from \$782 to \$662.

But Federation members contend this is just a temporary trough in state employee usage of health care. Members loudly warned legislators that if usage instead goes up, we face a \$300 deficit in per employee funding.

So we have a future fight to make sure future shortfalls from a failed gamble won't be balanced on the backs of state employees in the form of higher health costs.

### Health insurance is a family issue

At Presidents' Day Lobby Day Feb. 17: First-time Local 304 member lobbyist **Ariel Zastrow** (standing left) with husband **Gabriel Nieves** (holding Deveraux Nieves, 1), with **Avery Zastrow**, 4 (in stroller). Ariel Zastrow works at North Seattle Community College.



### But the flip side on health insurance?

The final supplemental budget cuts \$64 million of the amount the state contributes to your health insurance.

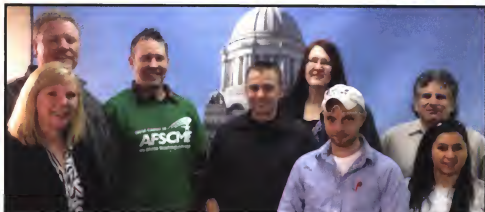
## Tax loopholes

### The good:

The final budget rejected the Senate plan to open 20 new loopholes that would have taken hundreds of millions of dollars away from kids, the elderly, the vulnerable, public safety, higher education and our environment.

### The flip side on tax loopholes:

No costly loopholes were closed. HB 2796 would have raised more than \$100 million in new revenue for public services by closing just four of the state's 650 tax loopholes. In the end, it never came to a vote of the House or Senate.



Local 1253 members from the Tri-Cities came to Olympia Feb. 12 for their lobby day. They met one-on-one with their legislators to talk about important legislation for working families. They were just some of the hundreds of members who came for almost daily lobby days.

## Forecast Council: Revenue too low for 1% COLA

The state's Feb. 19 revenue forecast said there hasn't been enough revenue growth to trigger a 1 percent cost-of-living adjustment under the General Government contract July 1.

But Gov. Jay Inslee repeated his commitment to work for a COLA in the new contracts.

"Given the fact that a number of the governor's cabinet members have received pay increases in recent months, I think there should be a commitment to look at raises for our members, too," said WFSE / AFSCME Executive Director Greg Devereux.

**wfse.org**



## Key WFSE/AFSCME-backed bills pass

### Privacy bill passes

ESSB 6517, to exempt state employee driver's license numbers and identification information from public inspection, passed.

The Federation sought the change after a Thurston County Jail inmate requested such information.

The bill is meant to combat identity fraud that can be devastating to personal finances and personal safety.

"Using your imagination, any or all of these pieces of information, in the hands of the wrong person -- I was sur-

prised to find out how little information is required to reset your password -- and that information has been ruled to be disclosable by the court," said Maureen Van Deuren, a Lottery district sales representative in Everett and member of Local 1020, at one legislative hearing.

"With the simple release of this information, my whole identity is gone," said Susan Berger, another Lottery district sales representative and member of Local 1020.

#### Also passing:

##### • Background checks

SSB 6095 the amended Senate bill on background checks to correct a situation for those employees who cleared the major DSHS background check review in 2002. SSB 6095 would untangle confusion that arose when other laws passed since 2002.

##### • Parks

Another bill that Federation Parks members testified in favor of also passed. ESB 6034 expands partnership opportunities to benefit state parks -- and keep them open. ESB 6034 allows the State Parks



From left: Local 1020 members Susan Berger and Maureen Van Deuren and WFSE/AFSCME In-house Attorney Anita Hunter.

Foundation to find funds to run parks and includes a Federation-initiated proviso

requiring accountability for those parks partners.

## To be continued: WFSE bills that didn't pass but paved the way for future action



National outsourcing watchdog David Cohen, testifying with WFSE/AFSCME Jeanine Livingston in Senate committee Feb. 27.

### Taxpayer Protection Act -- 2SHB 2743

The Taxpayer Protection Act (2SHB 2743) was the Federation-initiated bill that gained national attention for proposing to increase cost-effectiveness, transparency and accountability in outsourcing of state work. It passed the House and got a Senate hearing, but died there. But the progress it made in 2014 bodes well for action in another legislative session.

A Senate hearing Feb. 27 drew Donald Cohen, executive director of In the Public Interest and a national expert on outsourcing.

"To protect taxpayers, it (outsourcing) must be done right, it must be done well and it must be done respon-

sibly," Cohen told the Senate Governmental Operations Committee. "And doing that requires a fiscally conservative approach to outsourcing -- one that ultimately keeps taxpayers in control of their services."

In the Public Interest is a national research and policy center focused on responsible contracting that exposes costly and harmful outsourcing of public services.

"You have a very good, strong bill," Cohen said. "It's one of the better ones I've seen in awhile that will help you deliver what you want -- high quality services while protecting taxpayers."

#### Other good bills that didn't pass but will live another day.

- EHB 1923 that would have expanded the Public Safety Employees Retirement System to include DSHS Institutions and Juvenile Rehabilitation members in dangerous jobs that provide direct care, custody or safety.
- The Federation-initiated HB 2248 to increase the amount of annual leave a state employee can accrue from 240 hours (30 days) to the full hours (45 days) passed a House committee but didn't come to a vote of the full House.
- The good bill to open admissions at Yakima Valley School, SB 5962, got a Senate hearing but not a committee vote.

### Interpreter services - HB 2671



Interpreters Local 1671 members thank Rep. Laurie Jenkins (second from left). Jenkins sponsored EHB 2671, EHB 2671 aimed to streamline delivery of interpreter services across state agencies to save money and increase efficiencies.

### DOT Fallen Heroes Bill -- HB 2587/SB 6370

The DOT Fallen Heroes Bill would have granted tuition waivers to the children and spouses of Department of Transportation highway workers killed or totally disabled in the line of duty.

"We recognize that nothing can replace the loss of an injured family member, but with your help, we can ease some of the burden and make the future a little brighter,"

said Bill Ford, president of the WSDOT Memorial Foundation testified at a House hearing.

WFSE / AFSCME joined with the Memorial Foundation and Professional and Technical Employees Local 17 to initiate the legislation.

From left: Vince Oliveri, Local 17; Bill Ford, DOT Memorial Foundation; and WFSE Lobbyist Matt Zuvich.



### Law enforcement

• Liquor Enforcement Officers. SHB 2394 took many twists and turns. In the end, it would have opened admittance to the basic law enforcement academy to Liquor Control enforcement officers. It cleared a House committee, but never made it to a vote of the full House.

The final budget does add staff to the Liquor Control Board for increased enforcement related to legal recreational use of marijuana.



Liquor Enforcement Officers at Jan. 28 House hearing on SHB 2394.

• Two other Federation-initiated law enforcement bills made progress over the past two years, but didn't pass: HB 1875 that would have

granted park rangers general authority; and HB 1540, the Campus Police Interest Arbitration Bill.

### Bad bills died

Thanks to Federation members' phone calls, e-mails and almost daily lobby days in Olympia, several bills aimed at cutting retirement security and state employees' voice at work

all died.

The biggest bad bill to die: ESSB 5851, the bad 401(k) bill that would have started the phase-out of your retirement security. It passed the Senate but the House and governor said no

way and it died. Helped by Federation members' blitz against it.

Other bad bills that died: 2ESSB 5127, the bad workers' compensation bill; and the package of Wisconsin-style attack bills pushed by the (Ever-

green) Freedom Foundation in the Senate; only one came to a vote in the Senate and it promptly died in the House.

The flip side: The (E)JFF and their ilk won't go away anytime soon.

# INVITE MEMBERS-ONLY BENEFITS TO YOUR LUNCH 'N LEARN

## Looking for ideas for worksite "Lunch 'n Learn" programs, local meetings or other union events?

Consider inviting WFSE/AFSCME's Members Only Benefits partners to explain some of the benefits you get just for being a full, dues-paying member of the union. These benefits are not available to non-member representation fee-payers.

These Members Only Benefits vendor presentations are not hard-sell sessions. They are educational information ranging from good dental health to tips on investments to financial planning.

Local officers and shop stewards, working with WFSE/AFSCME council representatives, can use this directory of contacts to set up lunch 'n learns, local meeting presentations or other opportunities to explain this benefit of full union membership.

## FINANCIAL WELLNESS

### Washington State Employees Credit Union Financial Wellness Program

**Topics include:** Information on investment education; supplementing retirement and Social Security; building a personal rainy day fund; how to avoid identity theft; and much more.

**CONTACT:** To schedule a class with a trained financial wellness instructor, call 1-800-562-0999, Ext. 10101. Online: [www.wsecu.org](http://www.wsecu.org)

### AFSCME ADVANTAGE UNION MEMBER MORTGAGE

**Topics include:** How Union Plus Mortgage makes refinancing and home-buying easier and more affordable for working families in Washington and throughout the US.

**CONTACT:** Rick Davis, Sales Manager/Relocation Specialist/Military Mortgage Certified (NMLS ID 592868), Wells Fargo Home Loan (MAC P6527-130) Tel (888) 439-7425 x 3 • Toll-free 888-HEY-RICK • Fax (866) 431-1978 Online: [DAVIS.RICK@WELLSFARGO.COM](http://DAVIS.RICK@WELLSFARGO.COM) • [www.888HEYRICK.com](http://www.888HEYRICK.com)

## REAL ESTATE PROGRAM

### Union Home Services (UHS) Real Estate Benefits

**Topics Include:** Real estate benefits to union members, their children and parents nationwide.

**CONTACT:** 1-877-779-0197 • [www.unionhomeservices.com](http://www.unionhomeservices.com)

## SUPPLEMENTAL INSURANCE

### AFLAC

**Topics include:** availability of state-authorized payroll deduction for this and many other outside benefits; financial protection to help fill in the gaps in existing benefits; the importance of covering expenses such as loss of income, out of pocket medical expenses and everyday living expenses; and why you might need supplemental plans even after retirement

**CONTACT:** Barbara Dickson, Special Project Coordinator (an independent agent representing Aflac) (425) 827-8397 • Fax (425) 827-8798 • E-mail: [barbara\\_dickson@us.aflac.com](mailto:barbara_dickson@us.aflac.com) •

[barbara@barbdickson.com](mailto:barbara@barbdickson.com)  
Online: [www.aflac.com/wagov](http://www.aflac.com/wagov)

### Colonial Life

**Topics include:** availability of state-authorized payroll deduction for this and many other outside benefits; importance of disability insurance; accident insurance; life insurance; cancer and critical care insurance.

**CONTACT:** Mark Morgan, (253) 576-7575, [mark.morgan@coloniallife.com](mailto:mark.morgan@coloniallife.com).

## FINANCIAL PLANNING

### Modern Woodmen of America

(Payroll Deduction Code 2775)

**Topics include:** saving for

retirement; Roth Individual Retirement Account (IRA) opportunities.

**CONTACT:** Chris Wolpert, (253) 228-8336 • Online: [chris.wolpert@mwarep.org](mailto:chris.wolpert@mwarep.org)

## DENTAL HEALTH

Healthy teeth and gums prevent larger and more expensive medical complications. WFSE/AFSCME's dental partners are available for presentations on maintaining good dental

health.

• **Bright Now! Dental**  
**CONTACT:** Carrie Magnuson, (253) 405-4547 or Carrie.Magnuson@smilebrands.com.  
Online: [www.brightnow.com](http://www.brightnow.com)

• **Pacific Dental Alliance**  
**CONTACT:** (206) 276-7880  
Online: [www.pacificdental.aisrset.com](http://www.pacificdental.aisrset.com)

• **Sunrise Dental**  
**CONTACT:** (877) 770-3077  
Online: [www.sunrisedental.com](http://www.sunrisedental.com)

**It pays to be a full dues-paying member of WFSE/AFSCME!**

Another reason for non-member representation fee-payers to become full WFSE/AFSCME members!

**MORE ONLINE**

Go to [www.wfse.org](http://www.wfse.org) > MEMBER RESOURCES > MEMBER BENEFITS • Direct link: <http://www.wfse.org/member-benefits/>



Brooks Memorial State Park is a 700-acre, year-round camping park located between the barren hills of the south Yakima Valley and the lodgepole pine forests of the Simcoe Mountains. The park provides a variety of natural environments for visitors to enjoy.



**Deadline to register:  
Aug. 20, 2014**



The WFSE/AFSCME Members Only Benefits Committee and the WFSE/AFSCME Statewide Executive Board invite all WFSE/AFSCME members and their families to come to this fun, overnight get-together at one of the most beautiful state parks maintained by members of Parks Local 1466.



WFSE/AFSCME Howard Ocobock Memorial

# FAMILY CAMPOUT

Sept. 12-14, 2014

Environmental Learning Center near Goldendale

## at Brooks Memorial State Park

- Check-in begins on Friday at 1pm.
- Cabins have been reserved. WFSE/AFSCME will pay the \$11 per night camp fee for members; members pay for any family or guests. Brooks Memorial has 7 cabins that sleep 10. With prior approval, tents and RVs may be allowed (NOTE: limit 3 RV electrical hook-ups).
- Lodge and recreation hall with fully equipped kitchen available for meals. Bring your own food for breakfast and lunch.
- Saturday night BBQ with hotdogs, hamburgers, condiments and chips provided. Each family should bring one main dish to serve eight, plus a salad or dessert.
- What is not provided: sleeping bags or bedding materials; kitchen linens and dish-washing supplies; firewood; first aid equipment; recreational equipment.
- Activities: Nine miles of hiking trails; Large outdoor Briquette BBQ Campfire ring; Fishing on the Little Klickitat River; Volleyball court, basketball court, and softball field; Goldendale Observatory offers special interpretive programs and stargazing (13 miles south in Goldendale); and Maryhill Museum and Stonehenge replica (25 miles south overlooking the Columbia River)
- No pets are permitted.

**QUESTIONS?** Contact Tavia Smith at 1-800-562-6002 • [tavies@wfse.org](mailto:tavies@wfse.org)  
Register online at [WFSE.org](http://WFSE.org) > Member Resources > Family Campouts

**Deadline to register: Aug. 20, 2014**

*This campout requires a minimum number of campers. In the event the minimum isn't reached, you will be refunded your money.*

NAME \_\_\_\_\_ LOCAL# \_\_\_\_\_

Street \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

( ) \_\_\_\_\_ ( ) \_\_\_\_\_

Home phone \_\_\_\_\_ Cell Phone \_\_\_\_\_ Home e-mail address \_\_\_\_\_

**What activities are you interested in?**

How many family members or guests will you be bringing? \_\_\_\_\_

☐ Hiking

☐ Interpretive Center

☐ Fishing on rivers

☐ Volleyball

☐ Stargazing

☐ Basketball

☐ Softball

opelco/afscme

Please enclose \$11 for each family member or guest you'll be bringing. Make checks out to WFSE/AFSCME.

Mail this form to: WFSE/AFSCME Campouts, 1212 Jefferson St SE #300, Olympia WA 98501

Washington Federation of State Employees • AFSCME Council 28 • AFL-CIO • [www.wfse.org](http://www.wfse.org)



# WFSE/AFSCME MEMBERS-ONLY BENEFITS SCHOLARSHIPS 2014

## Schut Scholarships information

Three \$1,000 Norm Schut Scholarships are available. They allow eligible members or members of their families to pursue studies at an accredited vocational school, college or university. One of the awards is earmarked specifically for an active member; the other two are open for members, their spouses and their children.

The scholarship is named after Norm Schut, WFSE/AFSCME's first executive director, who served from 1952 to 1974.

### IMPORTANT INFORMATION:

- The applicant must be a graduating senior, or a high school graduate (GED accepted) from an accredited public, private or parochial high school.

- Applicant must be a member of WFSE/AFSCME or an immediate family member, or a non-association member covered by the provisions of RCW 41.06.150, or an immediate family member who has been a member of the union at least six months prior to application.

- Rules governing recipient award and use of funds: (1) Recipient must agree to enroll in an accredited vocational school, college or university of his or her choice during the academic year following the award; (2) The \$1,000 award will be held in a sinking fund in a WFSE account and drawn on by the student for registration fees, books and incidental, direct costs to education. Any balance at the end of the first academic year following the award will be available to recipient on entering school the second year, conditional upon maintenance of satisfactory standing.

- Applicant must have a satisfactory scholastic standing and be in need of financial assistance. There are no gender or age restrictions.

- The WFSE/AFSCME Women's/Equal Partners Committee will evaluate the applications and determine the recipient of the award. The committee's decision will be final.

- April 30 is the application deadline.

## Younglove & Coker Scholarship information

One \$2,500 Younglove & Coker Scholarship is available. This scholarship allows eligible members or members of their families to pursue studies at an accredited vocational school, college or university.

The scholarship is funded by a generous grant from the law firm of Younglove & Coker, WFSE/AFSCME's attorneys.

### DETAILS:

- Applicant must be a member of WFSE/AFSCME (membership beginning at least one year prior to application) or an immediate family member (including domestic partners) of WFSE/AFSCME (membership beginning at least one year prior to application).

- The applicant must be a graduating senior, or a high school graduate (GED accepted) from an accredited public, private or parochial high school. Applicant must have a satisfactory scholastic standing.

- Applicant must be in need of financial assistance.

- An official transcript of high school or vocational school or college must be submitted to the Scholarship Committee.

- Rules governing recipient award and use of funds: (1) Recipient must agree to enroll in an accredited vocational school, college or university of his or her choice during the academic year following the award; (2) The \$1,500 award will be held in a sinking fund in a WFSE account and drawn on by the student for registration fees, books and incidental, direct costs to education. Any balance at the end of the first academic year following the award will be available to recipient on entering school the second year, conditional upon maintenance of satisfactory standing.

- The WFSE/AFSCME Women's/Equal Partners Committee will evaluate the applications and determine the recipient of the award. The committee's decision will be final. Deadline: April 30.

## Application-Statement of Required Facts NORM SCHUT SCHOLARSHIPS 2014 Offered by the WFSE/AFSCME Women's/Equal Partners Committee

1. Applicant's name: \_\_\_\_\_

2. Address: \_\_\_\_\_ (Street) \_\_\_\_\_ (City) \_\_\_\_\_ (Zip)

3. Date of Birth: \_\_\_\_\_ 4. School choice: \_\_\_\_\_

5. **SUBMIT OFFICIAL TRANSCRIPT OF HIGH SCHOOL, VOCATIONAL SCHOOL OR COLLEGE RECORD.**  
**Your application will not be considered unless your transcripts are submitted.**

6. Are you now the recipient of a scholarship or other financial award? \_\_\_\_\_

7. Are you working now? \_\_\_\_\_ Hours per week: \_\_\_\_\_

8. Do you plan to work part-time? \_\_\_\_\_

9. Give pertinent information concerning your earnings or other financial assets and obligations that would be helpful in assessing your financial need. (Attach any additional data.) \_\_\_\_\_

10. Attach a written statement of Educational and Career Goals.

11. Do you have credits earned toward degree requirements? \_\_\_\_\_

12. Work History: \_\_\_\_\_

13. Member name: \_\_\_\_\_

Occupation: \_\_\_\_\_ Spouse Occupation: \_\_\_\_\_

Monthly income: \_\_\_\_\_

Number of Dependents: \_\_\_\_\_ Ages: \_\_\_\_\_

Local Number: \_\_\_\_\_ Date of Affiliation: \_\_\_\_\_

In applying for the scholarship described in this application form, I certify that all of the facts contained herein are correct.

Date: \_\_\_\_\_ Signature of Applicant: \_\_\_\_\_

**Application deadline: April 30, 2014.**

For more information, call 1-800-562-6002 or (360) 352-7603. Online: [www.wfse.org](http://www.wfse.org), click on the 'Scholarships' link.  
Return this application to: **WFSE/AFSCME Women's/Equal Partners Committee, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501. Or FAX to (360) 352-7608.**

## Application-Statement of Required Facts YOUNGLOVE & COKER SCHOLARSHIP 2014 Offered by the WFSE/AFSCME Women's/Equal Partners Committee

1. Applicant's name: \_\_\_\_\_

2. Address: \_\_\_\_\_ (Street) \_\_\_\_\_ (City) \_\_\_\_\_ (State) \_\_\_\_\_ (Zip)

3. Date of Birth: \_\_\_\_\_ 4. School choice: \_\_\_\_\_

5. **SUBMIT OFFICIAL TRANSCRIPT OF HIGH SCHOOL, VOCATIONAL SCHOOL OR COLLEGE RECORD.**  
**Your application will not be considered unless your transcripts are submitted.**

6. Are you now the recipient of a scholarship or other financial award? \_\_\_\_\_ If yes, list amount of other award(s)? \_\_\_\_\_

7. Are you working now? \_\_\_\_\_ Hours per week: \_\_\_\_\_

8. Do you plan to work part-time? \_\_\_\_\_

9. Give pertinent information concerning your earnings or other financial assets and obligations that would be helpful in assessing your financial need. (Attach any additional data.) \_\_\_\_\_

10. Attach a written statement of Educational and Career Goals.

11. Do you have credits earned toward degree requirements? \_\_\_\_\_

12. Work History and/or Community Service: \_\_\_\_\_

13. WFSE Member's name: \_\_\_\_\_ Relation to Applicant: \_\_\_\_\_

WFSE Local Union Number: \_\_\_\_\_ Date of Affiliation with WFSE: \_\_\_\_\_

Occupation: \_\_\_\_\_ Spouse Occupation: \_\_\_\_\_

Net monthly income (combine member's and spouse's incomes, if appropriate): \_\_\_\_\_

Number of Dependents: \_\_\_\_\_ Ages: \_\_\_\_\_

In applying for the scholarship described in this form, I certify that all of the facts contained herein are correct.

Date: \_\_\_\_\_ Signature of Applicant: \_\_\_\_\_

**Application deadline: April 30, 2014.** For more information, call 1-800-562-6002 or (360) 352-7603. Online: [www.wfse.org](http://www.wfse.org), click on the 'Scholarships' link. Return this application to: **WFSE Women's/Equal Partners Committee, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501. FAX: (360) 352-7608.**

## IN MEMORIAM

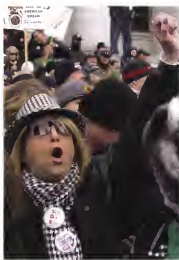
**Angie Hansen-Moore**, a beloved Local 793 activist at Western State Hospital in Lakewood, died Jan. 26 after a brave bout against lung cancer.

Hansen-Moore, 47, was an office assistant 3 at the hospital.

A memorial service took place Feb. 21 at the WSH campus.

She was eulogized the morning of her passing by friend, colleague and fellow Local 793 activist Craig Gibelyou, who said Angie "will be remembered by all of her family, friends, and all of her Union Brothers and Sisters, for her energy, contagious excitement, and her deafening yell of enthusiasm. Angie will also be remembered for her incredible strength and determination as she waged the war for her life against (cancer)."

**George Starkovich**, who mentored a generation of UW Local 1488 activists during his career there from 1965 to 1984, died Feb. 26 at his Seattle home. He was 91. He was Local 1488 president and vice president, helping to grow the local from a few hundred to more than a thousand. After retirement, he was a key activist and officer in the Retired Public Employees Council of Washington/AFCSCME. A celebration of his life took place March 9 on the UW campus.



**Angie Hansen-Moore** at Feb. 26, 2011, "Save the American Dream" march and rally at the Capitol.



**Larry Cecil**, a retired member of Vancouver Transportation Local 2559, died Feb. 10 after a long battle with prostate cancer. He was 64. The retired transportation systems technician was remembered by former colleague and current WFSE/AFCSCME Council Representative Stacie Leanos as "super funny and full of life. He definitely will be missed." Funeral services took place Feb. 15.

**Michael Compton**, 51, the husband of Nickie Compton, a longtime Local 53 member and nurse assistant lead at the Soldiers' Home and Colony in Orting, was shot and killed in his front yard Feb. 19 as he tried to protect his family during a burglary. Funeral

services took place Feb. 28.

**Grady Waxenfelter**, 47, the Oregon AFCSCME Council 75 member gunned down on the job Feb. 6 near Damascus, Ore. He was a weighmaster for Clackamas County. Police arrested a suspect. "It is a sad day in our union," said Oregon AFCSCME Executive Director Ken Allen. "What a tragedy when our members cannot simply carry out their job duties without the threat of assault."

**Ross Young**, whose union company The Sign Shop produced most Federation picket sign over the past 30 years, including the famous red-and-white "STATE EMPLOYEES ON STRIKE" signs from the 2001 statewide strike and last year's strike at The Evergreen State College, died March 7 in Olympia after a tough battle with Post-Polio Syndrome. He started the business after 18 years as sergeant-at-arms for the state House of Representatives. Services were set for March 26.



**Joe Dear**, former research director of the Washington State Labor Council, and Labor and Industries director, died Feb. 26 in Sacramento, Calif. of cancer. He was 62. A celebration of his life will be Saturday, April 5, 2-3:30 p.m. at The Evergreen State College Library in Olympia.

a member of Local 443, is in need of shared leave to deal with a death in her family. She's been approved for shared leave through May 3. Contact: Patty Reed, (360) 902-2336, or your human resource office.

**Joyce Murphy**, a social services specialist 3 with DSHS in Vancouver and a member of Local 313, had surgery March 25 and is in need of shared leave for the potential six-week recovery. Contact: Linda Thunell, (360) 725-6784, or your human resource office.

**Christina Bystrom**, a residential rehabilitation counselor 2 with the DSHS Special Commitment Center on McNeil Island, has been approved for shared leave as she recovers from cornea transplant surgery. If you can help with a donation of eligible unused annual leave or sick leave or all or part of your personal holiday, contact your human resource office.

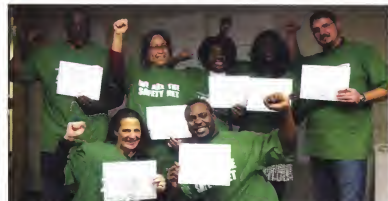
**Anna Lopez-Seybold**, an attendant counselor 2 for the DSHS Region 2 State



**LOCAL 1066 UNITY DINNER.** Some 60 Washington State University Local 1066 members and spouses gathered Feb. 8 in Pullman for a unity dinner with door prizes and honors for outstanding stewards. WFSE/AFCSCME President **Sue Henriksen** (far left) and Executive Director **Devereux** (right) presented awards to outstanding chief shop stewards **Roger Eberhardt** and **Yvonne Kibbee** and steward **Debra Haupt**.



Central Washington University Local 330 presented member **Tina Diamond** (with local VP **Skip Jensen**) with a Certificate of Appreciation at their local meeting on Jan. 21. The Local recognized Tina for her activism and outstanding contributions to co-workers and members of Local 330. Whenever a co-worker or their family is having a rough time and in need, she is the first to step up and organize folks to help out. "Tina is a wonderful, warm-hearted person and Local 330 is proud to have her as a member," shared Yakima-based Council Representative **Phedra Quincey**.



At March 1-2 Stewards in Action training in Seattle: Standing, from left - **Anthony Stewart**, Local 1488; **Karen Lucero**, Local 843; **Collette Brackett**, Local 341; **Martha Karey**, Local 435; and **Brad Smith**, Local 378; front, from left: **Judy Lang**, Local 308; and **Bradley Hill**, Local 341.

**Operated Living Alternatives (SOLA)** office in King County, has been approved for shared leave. She will need to be off work for an extended period of time to recover from a serious medical condition. Contact: Lisa Bonorden, (425) 339-3987, or your human resource office.

**Michelle Hamilton**, a nursing assistant at the Washington Soldiers' Home in Orting and a member of Local 53, is in need of shared leave to continue caring for her critically ill child. Contact: Leslie Pinson, (360) 725-2217.

**Laura Hawks**, an attendant counselor manager for the Region 2 State Operated Living Alternatives (SOLA) office in Seattle and a member of Local 341, has been approved for shared leave. She will need to be off work an extended period of time to recover from a serious medical condition. Contact: Lisa Bonorden, (425) 339-3987, or your human resource office.

**Laurie Hawton**, an attendant counselor 2 at Fircrest School in Shoreline and a member of Local 341, has been approved for shared leave. Contact your human resource office.

**Harry (Bud) Berg**, a maintenance technician 1 with the Department of Transportation in Seattle and a member of Local 378, has been approved for shared leave. Contact: Ken Irons, (206) 440-4063, or [Ironskd@wsdot.wa.gov](mailto:Ironskd@wsdot.wa.gov).

**Ashu Rohila**, an office assistant 3 with DSHS in Olympia and a member of Local 443, has been approved for shared leave because of a serious and permanent health condition. Says Ashu: "Unfortunately, this has posed a challenging circumstance for my family - including my 2-year-old son as well. During this difficult time, I would be grateful for any shared leave you could spare." Contact: Lynda Mullen, his human resource contact, or your own human resource office.

## SHARED LEAVE REQUESTS

To place approved shared leave requests: [tim@wfse.org](mailto:tim@wfse.org), or 1-800-562-6002.

If you've been approved to receive shared leave by your agency or institution, you can place a notice here. Once you've been approved by your agency or institution, WFSE/AFCSCME can place your shared leave request here and online. Please include a contact in your agency, usually in human resources, for donors to call. E-mail the editor at [tim@wfse.org](mailto:tim@wfse.org). Or call 1-800-562-6002.

**Tonyalee Laughlin**, a traffic safety systems operator 3 with the Department of Transportation in Seattle and a member of Local 378, has been approved for shared leave as she battles breast cancer. Contact: Marivic Feliciano, (206) 440-4061.

**John Lindsey**, an information technology specialist 4 with

DSHS in King County and a member of Local 843, faces ongoing medical issues requiring intermittent hospitalization. He has been approved for shared leave. Contact: Gwen Willingham, (360) 664-5252, or Patti Nutt, (360) 664-5254.

**Mike Bartel**, a maintenance technician 2 with the Department of Transportation in Everett and a member of Local 1020, is still in need of shared leave. He has not been able to work because of medical reasons and needs shared leave to support his wife and two young boys. Contact his HR at (206) 440-4063.

**Laura Sisk**, a custodian 1 at Central Washington University in Ellensburg and a member of Local 330, is recovering from a stroke and is in need of shared leave. Contact: CWU Human Resources, (509) 963-1202.

**Sarahjean Cunningham**, an unemployment insurance specialist with the Employment Security Department in Olympia and